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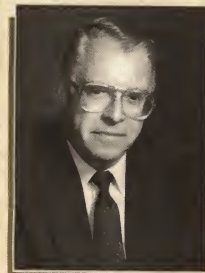
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BOEING NEWS

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Tougher market calls for tighter ship at Boeing



"Quality must become an attitude that permeates our entire organization. It can't be a select activity that only experts can practice."

— Boeing CEO Frank Shrontz

A weak world economy and cuts in defense spending have created a more competitive market that brings new urgency to improving the way Boeing does business.

Emphasizing this point in a talk to the Boeing Management Association Wednesday, Boeing Chairman Frank Shrontz said that "every business sector of the company is faced with a far more demanding environment than prevailed the last time I met with you."

In his talk at Renton, transmitted by video to a companion meeting at Everett, Shrontz said world changes have been remarkable in the past several years.

"We've witnessed the fall of communism in Eastern Europe, the reunification of Germany, war in the Persian Gulf and, most significantly of all, the collapse of the Soviet Union. These historic events have had profound effects on the political and economic landscape of the globe.

"Here in the United States, we've been through the worst economic downturn in a decade... and the recovery is painfully slow," Shrontz said.

"But many other industrialized nations also have economies that are stalled or experiencing slower than anticipated growth," he said.

To be successful in this new, more highly competitive environment, Shrontz told the managers, efficiently meeting customer needs must be the primary concern of Boeing.

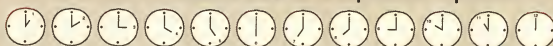
"As managers, every decision we make in our daily work — whether it's starting a new project, allocating scarce resources or recommending an individual for promotion — must be guided by a single question:

"How will this decision affect the company's efforts to meet customer needs with higher quality in less time and at lower cost?"

Shrontz said Boeing has an "extraordinary opportunity" to position

See SHRONTZ, Page 2

Former Soviet Union is now 15 independent republics



Republics span 12 time zones



Together, the 15 newly independent republics that make up the former Soviet Union stretch across 12 time zones and offer a vast new market for Boeing airplanes. The continental United States, by comparison, is four time zones wide.

Need for jetliners in CIS may yield large orders

by Cheryl Addams
for Boeing Commercial Airplane Group

This is the first of a two-part series on the aircraft market in the 15 new republics that once made up the Soviet Union. This week: the potential for the sale and leasing of Western aircraft to new airlines in the region and some of the obstacles the carriers face. Next week: the global competition Boeing is up against in its effort to sell aircraft to the airlines and other steps the company is taking to develop business relationships in the region.

When the communist government of the Soviet Union suddenly ceased to exist last year, a new market with tremendous potential for Boeing Commercial Airplane Group opened up.

"The market for commercial jetliners there is conservatively estimated at about 1,300 aircraft, with a value of about \$72 billion over the next 10 to 12 years," said Borge Boeskov, Boeing Commercial Airplane Group vice president - International Sales for Europe.

"It's a significant portion of that market is captured by Western manufacturers, we feel the Boeing share could be substantial," Boeskov said.

One year ago, the largest country in the world (in square miles) became 15 independent republics — with all but Georgia, Estonia, Latvia and Lithuania forming a confederation called the Commonwealth of Independent States (CIS).

One year ago, Aeroflot provided the majority of commercial air service into and within the Soviet Union.

Today, an estimated 60 to 70 airlines are based in and serve these 15 republics, but for the most part

See NEW MARKET, Page 7

Reported Elsewhere

Production cutbacks of Boeing jetliners have so far been limited to narrow-body 737s and are planned for 757s in 1993, both of which are produced in Renton. The Seattle Times, however, speculated this week that cutbacks may be coming for the 747 and 767 aircraft.

"I'm convinced that in 1994 and 1995 there will be a treacherous downturn in commercial (aircraft) deliveries industrywide," Jack Modzelewski, a Paine Webber financial analyst told the Times.

"So far Boeing has kind of dodged the bullet, but now it's starting to look like they won't be able to do that much longer."

The Washington state Office of Forecast Council, which predicts the state's tax income, said last September that aerospace jobs statewide would rise slightly through mid-1995. On Nov. 6, however, the revised forecast predicted 5,900 fewer aerospace jobs in Washington state during that period, the Times said.

"We're starting to get more pessimistic," Bret Terolin, a state forecast specialist, told the Times.

GPA answers rumors of problems

GPA Group has moved to reassure investors and creditors about its financial health, according to The Wall Street Journal.

Over the weekend several British newspapers claimed the aircraft leasing giant, based in Shannon, Ireland, is on the verge of collapse. The Financial Times of England, for example, said the company's debt has risen significantly, and it will have difficulty in meeting loan repayments unless there is a sharp increase in aircraft leases.

GPA Vice Chairman James King said the news reports on the leasing company have an "element of speculation," and that "much of it is not true," the Journal reported.

GPA is seeking increased flexibility from its lenders, \$350 million in fresh capital from its shareholders and a drastic restructuring of its orders from aircraft manufacturers, the Journal said.

See ELSEWHERE, Page 6



Source: Boeing Commercial Airplane Group
Worldwide jetliner orders have declined steadily since 1989. Analysts have said orders for new jets are expected to fall this year to their lowest level since 1983.

Seven Boeing suppliers win 'President's Award'

Seven companies, selected from more than 3,500 suppliers in 29 nations, received Boeing Commercial Airplane Group's highest honor, the "President's Award for Excellence."

The award is presented to those commercial airplane suppliers that have demonstrated superior quality as well as superior cost and

schedule performance.

The annual award was presented by Boeing Commercial Airplane Group President Dean Thornton Tuesday to representatives from the seven suppliers, six based in the United States and one in Japan.

"The competition for this recognition has become increasingly demanding," Thornton said.

"Each of our suppliers is working to meet and exceed quality expectations, increase efficiency and prosper in global competition."

"These suppliers have made continuous quality improvement a way of life and are the very best in the world at what they do," Thornton said.

Representatives from each com-

pany received engraved plaques in recognition of the honor.

Award winners and their products were:

Castle Industries, Ontario, Calif., products for airplane interiors; Continental Graphics, Culver City, Calif., a developer and supplier of spare-parts data; Dowty Aerospace, Duarte, Calif., hydraulic ac-

tuators.

GEC Precision, Wellington, Kan., machined parts and sheet metal assemblies; JAMCO Corp., Tokyo, Japan, airline-specific galleys; the Menasco Group, with divisions in the United States and Canada, landing gears; and RMS Industries, based in Minneapolis, Minn., air-frame connectors.

Shrontz: Good management critical to building for the future

SHRONTZ

From Page 1

itself as the aerospace leader well into the 21st century.

"It won't be easy, but I'm confident that together we can and will build a great future for the company."

Good management of the right kind is critical to building this future, Shrontz said.

"First, we must all lead, as well as manage, and I believe that requires us to set a clear direction and get out and lead the parade. Second, we must continue to push continuous quality improvement."

"I know that CQI is easy to talk about than to implement... but now it's crunch time. CQI simply must become the basis of our management system."

Quality, Shrontz said, "must instill an attitude that permeates our entire organization. It can't be a select activity that only experts can practice."

Shrontz reviewed the major challenges for Boeing in the commercial airplane, defense and space, and computer services business sectors. In the commercial airplane market, he said, the past several years have been disastrous for many of the world's airlines — and particularly so for U.S. carriers.

"Since 1990, the U.S. airlines have lost more than \$7 billion, and the recovery is not likely to start until sometime next year, at the earliest."

"While discount pricing has helped to increase traffic," Shrontz said, "it has also depressed yields, and U.S. carriers have not been generating the revenues they need to buy new equipment for growth — or to replace older airplanes. So far, several airlines in this country have

disappeared, and I'm concerned that others may not survive."

Overseas, Shrontz said, most major airlines are in somewhat better shape than in the United States, but the world's air transport industry is still in for a rough ride. As a result, new aircraft orders — for all manufacturers — are down sharply from their 1989 peak.

Through September of this year, Boeing Commercial Airplane Group announced \$11.5 billion in new airplane orders, compared with about \$15 billion over the same period last year and \$28 billion for the same period in 1990, he said.

"While several airline customers have asked us to reschedule deliveries, and we've cut production rates on the 737 and 757 because of that lower demand, very few orders to date have been dropped from our firm backlog."

Over the long term, Boeing is confident the air travel market will continue to grow and that world airlines will need to add capacity and replace older aircraft, he said.

"Our own fortunes are obviously linked to those of our customers, because only their profitability, in concert with traffic growth, will drive the demand for new aircraft."

"When that market is going to make a strong recovery is uncertain. But the company's strong commercial backlog and solid balance sheet should allow us to weather the downturn."

And while orders are off, the good news is that Boeing continues to outperform the competition. In 1991, last year, we captured about a 65-percent share of the world market, in dollar value of orders."

Earlier this year, Shrontz said, Boeing supported the agreement between the United States and the European Community that restricts

subsidies for civil aircraft.

"We believe this is an important step in the right direction, but neither our government nor Boeing should rest until all direct subsidies are eliminated."

"The agreement only limits direct subsidies to 35 percent of development costs for new models — which means that Airbus can still receive hundreds of millions, if not billions, of dollars in government aid to launch a new product."

OBJECTIVE: Continuous improvement in quality of products and processes.

"Airbus remains a formidable, subsidized competitor that is determined to boost its market share."

Shrontz forecast entry into the market of more airplane manufacturers over the next 10 to 20 years, as industrialized nations seek to expand their presence in civil aerospace.

The manufacturers would be in countries such as Japan, China and the former Soviet Union.

"So while I remain optimistic about the demand for commercial aircraft over the long term, I am — and you should be, too — worried about the strength and nature of our current and future competitors."

The message for Boeing is clear, Shrontz said.

"The future of our commercial airplane business will depend on our sustaining our leadership in a market that is getting ever more fiercely competitive."

"What we accomplish over the next five to seven years in terms of improving our customer focus, product quality and overall efficiency is critical to the company's

long-term viability.

"If we can do a better job than the competition of providing airlines with the products that they need in order to prosper and grow, at prices they can afford, then, I believe, the future of our commercial airplane business will be very bright indeed."

"As one benchmark," Shrontz said, "I believe we have the potential through CQI to substantially reduce our overall costs — on the order of 20 percent. That would, in turn, provide us the flexibility to reduce aircraft prices so we could gain the advantage of a higher market share and help accelerate the retirement of older aircraft."

"I don't think a 20-percent cost reduction is an impossible target over the next five years. Let's make it a goal."

In defense and space, the future is even more challenging than in commercial aircraft, Shrontz said.

"The decline in the defense market means that competition will intensify among contractors around the world, many of whom are solely dependent on military work."

"Here at home, the U.S. military force structure is scheduled for at least a 25-percent reduction between 1991 and 1996. With the collapse of the Soviet Union, and mounting pressures on Congress to control the deficit while diverting more funds to domestic priorities, that projected rate of decline could be much greater."

"As for the NASA budget, we now look for little or no growth over the near term, in view of the nation's current domestic priorities."

In this kind of budget climate, Shrontz said, there will be fewer new program starts and more pressure to cancel or scale back existing programs that don't measure up to customer expectations. Product affordability will be the key.

"The market environment means that Boeing must work harder to improve productivity and cost-performance, as well as enhancing product quality."

"We are making some progress. We've improved performance on a number of military contracts. We've streamlined operations throughout the Defense & Space Group. We've sharpened our customer focus. Moreover, as a result of these successes, for the past four quarters, this sector of our business has been generating a profit."

Shrontz said that while there is

always the risk that more military and space programs will be scaled back, "there is considerable strength in the diversity of our programs."

"Despite the downturn, we also believe the total defense and space market will remain sizable and expect sales in that sector of our business to continue in the \$4 billion to \$5 billion range for the next few years."

"Our clear challenge is to remain competitive by getting total costs down and focusing our research and development on the right targets."

The downsizing of the defense industry, Shrontz noted, may present Boeing with opportunities for joint ventures or consolidation with other companies: "We are open to such opportunities, if they make good business sense."

In the computer business, the first priority remains the effective support of all Boeing operations, Shrontz said.

"I'm pleased to report that we are up considerably in that area. I'm equally pleased that the external business of Boeing Computer Services is now showing a profit and is projected to continue doing so."

While there is still potential for growth in the Boeing Computer Services market outside Boeing, the U.S. economic slump — in concert with increasing competition — will make the growth more difficult to achieve, Shrontz said.

"Once again, I think our principal challenge is continued improvements in efficiency."

Shrontz said he is concerned about the pace of moving qualified women and minorities through the management system.

"I'm not convinced we are trying hard enough to identify and promote the talent that currently exists in our diverse work force."

"If we really believe that people are Boeing's most important resource, and I do, then let's use all the talent that's there, because if we don't, we're compromising our future."

Managing with integrity, Shrontz said, is essential.

"In times of stress, when all of us know there is great pressure on sales and productivity improvement, management may be inclined to cut corners and allow us to confuse priorities."

"Make no mistake: The ethical treatment of our customers, suppliers and our own people is always our first priority." ■

Shrontz responds to variety of questions

Fleeting questions after his talk Wednesday to the Boeing Management Association, Boeing Chairman Frank Shrontz said that if given a choice between profits and market, he would ordinarily "go for market share."

"It's important that we keep our leadership for the long term," he said. "And while market share is certainly not the only criterion for that leadership, it's an important one, and it gives us the flexibility to do things that companies in second and third positions can't do."

The heavy spending on the 777 program, Shrontz said, is an example of choosing investment in market share over immediate profits.

Russia, he agreed with a questioner, is both a threat and an opportunity.

"They are a threat, if they get their industry going, in terms of our market. They are also an opportunity, if we do things right, to sell some airplanes."

Education in Washington state, Shrontz, speaking as a member of the Governor's Council on Education Reform and Funding, said, "is not working today."

"Even our better suburban schools are not measuring up to world-class standards. We need to set some expectations and standards and, in turn, set up a system to meet those expectations."

"If you stop to think how we measure our system today, it is largely on inputs — how much money we put into it, how many schools we build."

"We've kind of lost track of where we're really trying to do there, which is to get (people) educated and trained for both work and a rich, rewarding life."

The impact of the Clinton administration on Boeing, Shrontz said, should, on balance, not make a significant difference for defense programs.

However, Shrontz said, with re-

spect to the commercial side of the company, he is concerned that, given the overall election results, "we won't end up with a protectionist attitude on world trade."

Free trade is essential to Boeing prosperity, Shrontz said. If there were a serious trade war, "we're going to end up as a company, and I think as a country, in a very, very poor shape."

Questioned about a recent newspaper article suggesting United Airlines delivery changes, Shrontz said: "I don't think the United situation as it was portrayed in the paper has any reality."

What is significant about the issue raised in the article, Shrontz said, is that it indicates "the general problem we have with relatively strong airlines — that if this recession continues too long, we're going to end up having to move airplanes, and that's going to cut (production) rates, and that's going to create problems." ■

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Boeing Lifeline accepting donations

Blood donations will be accepted by Boeing Lifeline next week at:
Duwamish Office Park, 9 a.m. to 3 p.m. Tuesday, Nov. 17, 11-14 bldg., south end of cafeteria;
East Valley Office Center, 9 to 11:30 a.m. and 12:15 to 3 p.m. Wednesday, Nov. 18, between 7-21 and 7-22 bldgs.;
Space Center West, 9 a.m. to 3 p.m. Wednesday, Nov. 19, 18-25 bldg., cafeteria.

Allen Award deadline nears: 10 days remain

Ten days from today — Monday, Nov. 23 — the nomination period for the 1992 William M. Allen Award for Volunteer Service will close.

Anyone wanting to nominate a Boeing employee from the Puget Sound area for the honor must mail a filled-out nomination form to MS 9A-87 by that day. Nominees must be notified of their nomination.

Nomination form DO 6000 4500 is available at all Boeing employee services centers, stationery stores and personnel offices.

Named after William M. Allen, the late Boeing chairman, the Allen Award recognizes Boeing employees who have made outstanding contributions in their communities

through volunteer service. It is the only companywide, non-job-related, individual achievement award presented by the company.

All current Boeing employees on the active payroll are eligible; employees of Boeing subsidiaries are ineligible.

In December, selection committees will choose three winners — one each from the Puget Sound area, Wichita and Philadelphia, including their remote sites. Award recipients will be announced in January.

For more information about the Allen Award or the nomination process, contact Sandy Berglund, Allen Award coordinator, at (206) 477-3225. ■

BEGNF office looking for positive designators

The Boeing Employees Good Neighbor Fund office is trying to locate about 100 employees who submitted positive designation forms, but forgot to fill in their names.

Without a name or Social Security number, we can't identify the contributor," said Sue Lovekamp of the BEGNF office. "All we have

are signatures that we can't read."

Employees will know who they are because the BEGNF office always sends a confirmation letter to acknowledge positive designations, generally within one month.

Anyone who turned in a positive designation and did not receive a letter of acknowledgment should call Lovekamp at 393-2501. ■

Enrollment period still open for personal accident plan

The open enrollment period for the Voluntary Personal Accident Plan (VPA) for salaried employees is now in progress.

Employees who would like to enroll in the plan or change their current coverage amount must do so before Nov. 30. All enrollments and changes are effective Jan. 1, 1993.

The VPA plan supplements an employee's coverage under the company-sponsored group life insurance and accidental death and dismemberment (A&D&D) plans.

The plan pays benefits to a covered employee or family member

when an accident results in death or the loss of limbs, eyesight, speech or hearing.

Employees pay for the full cost of coverage under the VPA plan through monthly payroll deductions (see adjacent rate table).

Employees who are interested in enrolling in the plan or changing their current coverage may receive an enrollment card by contacting their local group insurance office or the Corporate Group Insurance Office at (206) 655-2391 in the Puget Sound region or 1-800-621-8144 outside the Puget Sound region. ■

VOLUNTARY PERSONAL ACCIDENT BENEFIT SCHEDULE

Benefit Amount			Your Monthly Contribution		
Employee Principal Sum	Spouse Benefit	Child Benefit	Employee Only	Employee and Spouse	Employee and Child(ren) and Family
\$10,000	\$ 5,000	\$ 1,000	\$0.23	\$0.39	\$0.29
20,000	10,000	2,000	0.46	0.66	0.58
30,000	15,000	3,000	0.69	0.99	0.87
40,000	20,000	4,000	0.92	1.32	1.16
50,000	25,000	5,000	1.15	1.65	1.45
60,000	30,000	6,000	1.38	1.98	1.74
70,000	35,000	7,000	1.61	2.31	2.03
80,000	40,000	8,000	1.84	2.64	2.32
90,000	45,000	9,000	2.07	2.97	2.61
100,000	50,000	10,000	2.30	3.30	2.90
150,000	75,000	15,000	3.45	4.95	4.35
200,000	100,000	20,000	4.60	6.60	5.80
250,000	125,000	25,000	5.75	8.25	7.25
300,000	150,000	30,000	6.90	9.90	8.70



Taking part in a Boeing/Sundstrand joint effort to reduce 737 auxiliary power unit noise were, from left, Boeing noise engineers Charlie Miller, Fred Wendling and, fourth from left, Wayne Wenneham. A fourth Boeing team

member, Propulsion engineer James Logan, was absent for the picture. Others pictured from left are Sundstrand team members Pat Jennings, Greg Roush, Chip Everson, Linn Shorb and Bill Brower.

Effort to reduce ramp noise leads to new muffler design

A new 737 muffler design nearly twice as noise-effective as the old muffler it replaces has resulted from a Boeing-led effort to reduce 737 ramp noise.

Ramp noise is the noise experienced by the ground crew that services the airplane between flights.

The improved auxiliary power unit exhaust muffler is the first step in a series of improvements planned to reduce 737 ramp noise, according to Charlie Miller and Loyd Jacobs, noise engineer and lead engineer, respectively, for the Engineering Division of Boeing Commercial Airplane Group.

Miller said the muffler redesign was undertaken by Boeing Propulsion Engineering to improve durability. The redesign also offered the opportunity to reduce noise.

Over the next few years, noise from the APU inlet, APU cooling exhaust, air conditioning and equipment cooling exhaust will all be "quieted" to meet lower ramp noise goals. Noise Engineering is coordinating the improvement effort, Jacobs said.

The nine-member Boeing/Sundstrand team conducted tests to verify installation and noise reduction of an improved exhaust muffler for the auxiliary power unit of the 737 at Sundstrand in San Diego earlier this year.

In the tests, an APS2000 APU and a 737 tail section were used to simulate the airplane installation, Miller said. Sundstrand and Turbomeca jointly produce the APS2000 auxiliary power system.

"The noise improvement effort

includes our APU and electrical/electronic cooling fan suppliers as well as Boeing engineering units of Propulsion, Environmental Control Systems, Noise and many other supporting organizations," Jacobs said.

"The 737 ramp noise improvement effort is in response to requests from our airline customers," he said. "European airlines are particularly interested in these improvements. Some of their airline operations have been impacted by airport restrictions on the use of airplane APU power."

Miller said the new muffler will be installed on all 737 airplanes beginning in February of 1993. It will fit all three APUs offered on the 737, including the Garrett GTCP85-129(H) and GTCP36-280(B). ■

Two weeks left for VIP changes

Only two weeks remain in the 1992 VIP open enrollment period. With the Thanksgiving holiday approaching, employees are encouraged to act now if they would like to enroll in the plan or make a change to their current participation.

November is generally the only month during the year that employees may enroll in the plan or current participants may change their contribution options or participation percentages. All enrollments and changes are effective Jan. 1, 1993.

Contribution options are the way in which an employee contributes his or her money to the plan. Contributions can be made on a pre-tax basis, an after-tax basis or both.

The participation percentage is the total percent of base earnings an employee chooses to contribute to the VIP. Employees may contribute between 1 and 12 percent increments.

While the VIP is a long-term sav-

ings plan for the purpose of providing employees with the opportunity to save for their retirement years, the plan also has provisions, such as a loan program, to help employees meet shorter-term goals.

Whatever an employee's financial goals, the plan has a number of features that make it an attractive savings vehicle. These features include:

■ Five investment funds into which an employee may contribute his or her money.

■ The opportunity to contribute from 1 to 12 percent of base earnings in 1-percent increments.

■ A company matching contribution of 50 cents for every dollar an employee contributes, up to 8 percent of base pay.

■ Pre-tax and after-tax contribution options.

■ The flexibility to change the investment allocation of future contributions and transfer money between funds each quarter, effective the first day of the following quarter.

All employees who are eligible to participate in the VIP should have received an enrollment packet that contains all the appropriate enrollment and change forms.

Employees who have questions about the VIP are encouraged to contact their local employee benefits office. Or employees may contact the Corporate VIP Office at (206) 662-4000 or the Payroll VIP Office at (206) 393-0083 in the Puget Sound area or 1-800-553-9809 outside the Puget Sound area. ■

Off-hour training

The winter issue of the Quarterly Off-Hour Training Schedule will be distributed to the mail stops of Puget Sound-area employees Tuesday, Nov. 24.

Employees who have moved their work locations recently may wish to check with their personnel representative to make sure their mail stop listings are correct.

Club Activities

Registration open for winter volleyball

Registration is being accepted for new volleyball teams in the Seattle winter league, which starts Jan. 17. Call Recreation, 655-1941, for a registration form or to be placed on an available players list. The registration deadline is Nov. 30. Returning teams will be given priority. Cost is \$140 per team.

Women's self-defense class offered

The Karate Association is sponsoring a self-defense class for women from noon to 5 p.m., Dec. 5 at the Everett Activity Center. The class will be conducted by Bob Bragg, a black belt and instructor for the Criminal Justice Police Academy. The class will cover a variety of self-defense tactics, awareness, personal protection aerosols and the psychology of stress. Cost is \$30 per person. Advance registration is required. To register call Cindy Kelly, 657-4966; Don Kenaga, 393-7145; or Dick Wrasper, 542-2221.

Boeing Spokane team is softball champ

The Boeing Spokane Aviators won the championship in the Spokane Metro Slow Pitch league this summer. Team members, managed by Jerry Jones, are Kerry Kunz, John Jones, Eldon Barr, Don Meyers, Cindy Hansman, Mike Funk, Mark Puyar, Jeff Davis, Tim Lowry, Mike Barlow, Bryan Bergsma, Louie Mendoza and Richard Morgan.

Ski Club offering a free lesson

The Ski Club is offering one free ski lesson to Boeing employees and family members who have never skied before. The lesson will be at Ski Acres Dec. 13. Enrollment is limited. For information call the club, 232-5036.

Openings remain for Alps ski trip

The Ski Club has openings for its ski vacation in the Alps Dec. 26 through Jan. 10. The cost is \$1,918 per person for members, \$1,938 for non-members, and includes air fare, lodging and all breakfasts and dinners for one week in Innsbruck, Austria, and one week in Chamonix, France. For information call Zola Herwig, 254-6805, or the club at 232-5036.

Scuba Club to host slide presentation

The Kent chapter of the Scuba Club will present a multiprojector slide show on diving in the Truck lagoon and at Palau, in Micronesia. The presentation will be at 7 p.m. Nov. 19 as part of the club's regular monthly meeting. The meeting is a week earlier than usual and will be held at the Oxbow Activity Center instead of Kent. The slide show will be presented by Mac McCluskey, an underwater photographer and member of the Emerald Seal Dive Club, who spent a week aboard the dive boat Truk Aggressor, diving the more inaccessible wrecks and other features of the Truk lagoon. Nominations for 1993 club officers will be accepted at the meeting. The club owns three dive boats and three air compressors and organizes diving throughout the year. For information call Bob Burnett, 393-2679 (work), or Jim Beem, 734-5238 (home).

Saddle Club meeting set for Nov. 19

New training laws, horse theft and branding will be topics at the Saddle Club meeting Nov. 19 at the Kent Activity Center, following the 6:30 p.m. general membership meeting. For information call Matt Livengood, 393-5530.

Seattle Harbor Tours offers discount

Seattle Harbor Tours is offering a 10-percent discount for various Christmas holiday tours, including a tour to Poulsbo, brunch and luncheon cruises, cruises for kids, and the Christmas ship and New Year's package. Call a Recreation Activity Center for a flyer.

Unless otherwise noted, club participation is open to all Boeing employees, retirees, spouses and dependents, and vendor, customer, contract and government personnel. Call the Oxbow Activity Center, 655-1941, or the Kent Activity Center, 393-8161, for Seattle programs. Call the Everett Activity Center, 342-5000, for Everett programs. The activity centers and recreation programs are managed by Boeing Recreation, part of Boeing Support Services.



Basketball sign-ups start for Everett, Seattle play

Registration is under way for the

Basketball Association's men's and women's winter leagues in Everett and Seattle, which start play the week of Jan. 18.

Teams play a 10-game schedule, followed by playoffs. Awards are

presented to division and tournament winners. Cost is \$275 per team.

Everett league games are played at the Everett Activity Center. Deadline to register is Dec. 4. For information call 342-5000. Seattle league games are played at the Oxbow Activity Center. Dead-

line to register is Nov. 25. For information call 655-1941.

Boeing employees, retirees and vendors permanently stationed at Boeing are eligible to participate.

Due to the number of openings available in the women's leagues, eligibility has been extended to female spouses of Boeing employees. ■

Different aerobics levels offered

The Employee Health and Fitness Program is offering medium intensity sound and effective aerobic exercise classes to Boeing employees.

Program objectives include cardiovascular conditioning, muscular strengthening and improved flexibility.

Instruction is provided for a variety of skill levels, including low impact, moderate impact, low intensity, moderate intensity and high energy aerobics.

For locations, times and days offered, refer to the schedule below.

Boeing Space Center, Kent, Lynne Hanson, 655-2003, M/S 4H-57, Tuesday and Thursday from 4:15 to 5:15 p.m., Building 18-25. Everett, Amy Aschenbrener, 342-5808 M/S OF-KC, Monday through Friday from 3:25 to 4:25 p.m. and 4:30 to 5:30 p.m. and Monday, Wednesday and Friday from 5:35 to 6:35 p.m., Building 40-201. Kent Activity Center, Crystal

Whitney, 393-1606, M/S 8L-35, Monday, Tuesday, Wednesday and Thursday from 4:45 to 6 p.m., Building 7-226.

Oxbow Activity Center, Lynne Hanson, 655-2003, M/S 4H-57, Monday, Wednesday and Friday from 4:50 to 6:50 a.m. and 3:50 to 4:45 p.m., Tuesday and Thursday from 4 to 5 p.m., Monday through Friday from 5 to 6 p.m. and Monday and Wednesday from 6 to 7 p.m., Building 9-150. ■

Qualified instructors needed

The Boeing Employees Health and Fitness Program will be holding auditions for part-time aerobic-exercise instructors.

Required qualifications are:
■ Minimum two years supervised experience of aerobic-exercise instruction.

■ Demonstrated ability to instruct beginning, intermediate, low-impact and moderate-impact exercise classes.

■ Knowledge of basic exercise physiology and exercise prescription principles.

■ Ability to teach all age levels, from 20 to 65, meeting each participant's needs safely.

■ Strong leadership qualities and communication skills.

■ Professional certification preferred.

■ Cardiopulmonary resuscitation certification required.
Anyone meeting the qualifications may submit a resume and cover letter stating available locations and days and hours of instruction to Lynne Hanson, M/S 4H-57, starting Nov. 30. ■

DISCOUNTS

CALIFORNIA — Disneyland Universal Studios, Knott's Berry Farm, Sea World, San Diego Zoo, Alpine Club and various other discounts.

FLORIDA — Disneyworld, Epcot Center, Universal and MGM studios and Sea World.

WASHINGTON STATE — Hi-ride at Midcoast. The Breakers at Long Beach.

SPRIT OF PUGET SOUND — Seattle cruise includes lunch or dinner. Broadway show and live band for dancing. 10 percent of ticket price and 14-16 for information.

PACIFIC SCIENCE CENTER — Save \$3 to \$7 on annual memberships.

VINCEVOX — Jan. at Westminster Auditorium, Sheraton Inn, Burnaby, Ramada, Sandus and Vancouver Center Holiday Inn.

VICTORIA — Queen Victoria Inn.

VICTORIA CLIPPER — 10-percent discount off adult fares for Boeing employees and one guest. Call 448-5000.

RAINBOW COUNTRY INN — Chilliwack, B.C., \$50 per night (U.S. currency), single or double occupancy.

SUNSHINE INN — Clarksville, Tenn. Open, 20 percent off regular rates. Call Recreation for an order form.

"PETER PAN" — Nov. 6 through Dec. 27 at Inland Theater. Save up to 18 percent. Call 626-0568 for ticket information.

SEATTLE THUNDERBOLTS — Dec. 30 with Tacoma. Regular \$10 seats available for \$7. Call Recreation for an order form.

STARS ON ICE — 7:30 p.m. Jan. 3 at the Seattle Center. Kasey Yamaguchi, Rosalynn Summers, Paul Wiley, Brian Dray, Scott Hamilton, Kity and Peter Carruthers, and Eulalia Gerdner and Sergei Korovin. Regular \$2.50 and \$5 tickets available for \$1.50 and \$3.50. Call Recreation for an order form.

TACOMA ROCKETS HOCKEY — Regular \$5.50 seats for \$3 for games Dec. 20, Jan. 22 Feb. 13 Feb. 27 and March 20, at 7:05 p.m. at the Tacoma Dome. Call Recreation for an order form.

SNOW LOT DISCOUNTS — Purchase discounted season ski lift passes for Alpern, Accs, Snoqualmie and Hyak. Call Recreation for an order form.

SEATTLE EMPLOYMENT — Banquet specials, B.Y.O.B. Dec. 14, 7 p.m. and 7 p.m. May 11 at the Opera House. Receive 5-percent discount on balcony and main floor seating. Call Recreation for an order form.

MUSEUM OF FLIGHT — Membership through private deduction. Discounts from \$2 to \$11 a year. Call the museum, 746-5211, for information or an order form.

SEATTLE SUPERSONICS — Regular \$15 tickets available for \$8 for SuperSonic games Jan. 2 with Denver, Jan. 5 with Golden State, Jan. 15 with the Spurs, March 4 with Orlando, and April 3 with Atlanta. Call Recreation for an order form.

"ENTERTAINMENT 92" DISCOUNT BOOKS — Books are

available for North Puget Sound, \$30; South Puget Sound, \$35; and Greater Seattle, \$40. Books are available over the counter by payroll deduction or check at the Oxbow, Everett and Kent Activity Centers.

"CAMELOT" — Starting Robert Gould, Jan. 6, 7 and 10 at the Paramount Theater. Regular \$35 tickets are \$32.50.

ICE CAPADES — Dec. 10-13 at the Seattle Center. Seats \$5. Call Recreation for an order form.

SEATTLE MARJORIE TOURS' HOLIDAY SPECIALS — Ten-percent discount on offerings. Call a Recreation Activity Center for a flyer.

"THE YOUNG MENESTRI" — Featuring a 40-piece orchestra and 200-voice choir performing Christmas carols, hymns and

spirituals along with Handel's "Messiah" oratorio 7:30 p.m. Dec. 12 at the Tacoma Dome. Priority seats are available for \$15.00. Seated in order to Dec. 7 Call a Recreation Activity Center for an order form.

WALT DISNEY'S WORLD ON ICE — Regular \$12.50 and \$10.50 seats available for \$9.50 and \$7.50, respectively, for performances at 7:30 p.m. Dec. 3 and 4 and noon Dec. 5.

Deadline to order is Nov. 25. Call a Recreation Activity Center for an order form.

Refund fees are shown above discounts are available in person or by calling the Recreation Activity Center nearest your work location. In Seattle call 655-1941, in Kent call 342-5000, and in Everett call 342-5000.

Certificate rates

The current Boeing Employees' Credit Union certificate of deposit and Individual Retirement Account rates and annual yields are:

Type	Rate (%)	Yield (%)
3-mo (CD only)	3.75	3.82
6-mo (CD only)	3.80	3.97
12-mo	4.20	4.27
18-mo	4.35	4.42
24-mo	4.65	4.73
30-mo	4.80	4.88
36-mo	5.10	5.20
48-mo	5.25	5.35
60-mo	5.75	5.88

Rates are effective through Nov. 16. For information call the deposit rate line, 439-5711.

**BOEING
COMMUNITY
CONNECTION**

SEMINAR EVENTS

Crew Meetings/Lunchtime/After-Hours

No charge, 11:30 a.m., unless noted

Employees who need special accommodations to attend events, or who would like to request events in their building, may call 477-3223.

Auburn, Federal Way	Nov 17	Meet Your Feet, 7-232 bldg, C, West Campus, Room D, 2nd floor
Bellevue, Issaquah	Nov 17	Burnard, 7-343 bldg, Room 31B3
Nov 18	Financial Planner's View of Boeing Fly, 33-67 bldg, cafeteria	
Nov 19	Communication Skills, 7-12 bldg, Room 11K7	
Everett, Lynnwood	Nov 17	Holiday Stars, 40-82 bldg, ECR Room 1A51, 11:40 a.m.
Nov 18	Earthquake Preparedness, 40-83 bldg, conf. room, Column C-10, 11 a.m.	
Kent	Nov 18	Holiday Stars, 18-28 bldg, Room 21B2
Plant 18	Nov 19	Earthquake Preparedness, 2-63 bldg, MCC conf. room, Column G-5, 11 a.m.
Renton	Nov 18	Earthquake Preparedness, 7-21 bldg, Rainier Room cafeteria
Nov 17	Dealing with Difficult People, 10-16 bldg, Room 13C4	
Nov 18	Time Management for Busy Families, 4-04 bldg, Room 11E1S	
Nov 19	Real Estate, 10-85 bldg, Room 12K4	
Nov 18	AIDS in the Workplace, 7-206 bldg, Room 63E3	
Nov 19	Coping with Alcohol and Drugs, 7-29 bldg, Conf. Room 2	
Tukwila	Nov 17	Conflict Resolution, 7-34 bldg, Room 10C2

Boeing Community Connection provides health and human services education, information and volunteer opportunities to Boeing employees.

THANKSGIVING DINNER SPECIAL

Wednesday, November 18

Roast Turkey
Savory Bread Dressing
Whipped Potatoes
& Gravy
Vegetable
Cranberry Sauce
Roll & Butter

\$3.49

add a piece of pie for 50¢

HAPPY

THANKSGIVING

AVAILABLE AT PUGET SOUND AND PORTLAND CAFETERIAS AND PLAZAS



Junior Achievement Junior Achievers are selling their wares

Members of 15 Boeing-sponsored Junior Achievement companies will be visiting Puget Sound-area cafeterias between now and the holidays.

Boeing employee advisers act as consultants and counselors to more than 450 high-school-age achievers, helping them create a company and market products through "hands-on" efforts.

Employee advisers provide assistance in management, finance, production, sales, marketing and personnel.

The Boeing-sponsored teams compete with 11 other mini-companies throughout the Puget Sound area, helping high-school students learn the tools of business and the free-market system.

Three Boeing employees serve as center managers responsible for encouraging communication between the companies, sharing their expertise with advisers, helping solve problems and authorizing expenses.

The center managers are Brad Burzynski, U-5450; Edmonds; Les Loken, 4-6100; Kent; and Dean White, U-1070, Bellevue.

Following are Boeing-sponsored companies, their products, and the 81 Boeing advisers.

Simply the Best, Everett, is selling cookbooks and coffee. Advisers are Barbara Behrens, R-1150; David Simpson, T-5149; Sharon Ulberg, T-4544; and John Wilson, 9-1100.

B.N. Creative, Everett, is selling gift-wrapped desk clocks and bead necklaces. Advisers are Robert Ferguson, 4-9040; Jean Harris, T-6014; James Honeman, T-5291; Bret Latip, U-5462; and Travis Powell, T-5286.

The Working Class, Edmonds, is marketing holiday-motif playing cards and thermal mugs. Advisers are Donald Bishop, M-7345; Britt Hefernan, T-5119; Kim Juretic, T-5105; Dee Rush, 6-5812; and Gregg Spenser, 6-5749.

Ingenious Creations, Bellevue, is marketing ornamental mugs filled with chocolate-covered espresso beans. Advisers are Betty Anderson, G-3453; Bill Bredice, G-1370; Terence Carrig, 6-3K15; Rod Everett, 9-9040; Mark Kelly, 9-3512; and Jake Schultz, A-2140. C.O.T.Y., Bellevue, is selling

gourmet unpopped popcorn from Idaho. Advisers are Stephen Lee, A-2065; R. Kay Marshall, T-1825; Timothy Morin, T-3140; Chris Sedor, U-5466; Erich Weibing, 2-7130; and Kathryn Whiting, 9-3907.

Young Business Students, Bellevue, is marketing fresh-ground coffee and coffee accessories. Advisers are Elizabeth Brison, T-1061; Benjamin Franklin, R-3640; Brenda Jenkins, 4-8428; Hamid Koohpal, B-672R; Sudhir Shah, 7-6960; May Weir, U-7634; and Lyle Wood, T-5100.

Youth Executive Enterprises, north Seattle, is making and selling first-aid kits, wood puzzles and personal organizers. Advisers are Amy Austin, 6-5224; David Coward, 4-8007; Duane Hudson, G-2D23; Mary Stursa, 1-9143; and Wendy Tumbleton, T-6012.

Ink Spot, a JA Company, south Seattle, is making and selling pens on a cord and T-shirts and sweat shirts with photo transfers. Advisers are Ray Boykin, B-7F58; Joanna Gamble, 6-5218; Linda Thomas, A-5639; Don Krupicka, G-5139; Romeo Sanidad, R-7808;

and Connie Vine, M-7363.

Creative Escape, Kent, is marketing bead necklaces and country-lamb gifts. Advisers are Leslie Carlson, B-7048; Linda Knutson, B-708B; Craig Pasquini, P-5301; Dana Schmidt, B-7007; and Luis Valdes, 6-1163.

We Build, U Buy, Kent, is selling reindeer holiday ornaments, fire starters and gift blocks. Advisers are Rich Dickson, R-6602; Jeannie Hunt, 6-9502; Edward Nicolaus, R-5127; Deborah Poole, 2-3932; Edward Schmit, B-Y45R; and Daniel Suchin, T-9710.

Think Big, Kent, is selling glass mugs with the Boeing Logo and unique note hangers. Advisers are Tom Breidenbach, B-127B; Pat Doscher-Good, 6-6043; Kevin Good, 7-6842; Craig Larson, 9-39C7; Nona Larson, 7-6645; Ken Mellott, L-8923; and Gary Weber, A-2064.

The Y.B. Limited team, Federal Way, is selling clay pots with top-pottery and clay pot nutcrackers. Advisers are James Jacobsen, G-5905; David Murray, 9-3268; Karen O'Meara, 9-4658; Penny Rempfer, A-2072; and Stephanie White, 8-

5200.

Lasting Impressions, Federal Way, has marketed a Halloween hand-filled with treats and will market handcrafted jewelry, hand warmers and a CD rack for holiday season gifts. Advisers are Bruce Bowman, A-6554; Stephanie Carlson, G-2D23; Steve Coe, 9-3903; Gary Dodson, A-6554; and Howard McQuay, G-6130.

A Divine Thing, Federal Way, will market travel first-aid kits and bead necklaces and bracelets. Advisers are Cindi Barker, 9-3254; Julie Drobny, 6-3C23; David Sohl, G-4213; and David Weigelt, 4-9100.

Classy Creations, Tacoma, is marketing coffee mugs filled with treats. Advisers are Craig Austin, R-6604; Luis Montes Gonzalez, 6-5781; Rebecca Grant, 9-39N3; Brent Hayward, R-6604; and James Larrison, 9-1847. ■

No IAM promotions listed

There were no contractual promotion opportunities to be listed during this reporting period. ■

Enrollment open for dependent-care program

Salaried employees who are looking for relief from high day-care costs are encouraged to consider the Dependent Care Expense Account Program during the month-long open enrollment period currently in progress.

The Dependent Care Expense Account program provides employees with the opportunity to pay for certain day care expenses with money that is deducted from their paychecks before taxes are withheld. This means they pay no federal income or FICA (Social Security) taxes on the money used to pay for these expenses.

Employees may open an account if they are paying for the care of a child under age 13 or a spouse, parent or child who is unable to care for himself or herself because of a physical or mental disability. In most cases, the individual also must be claimed as a dependent on the

employee's income tax return.

Expenses that are reimbursable under the plan are licensed day-care centers, pre-school tuition, care provided outside the home by someone other than another dependent and a housekeeper, maid or cook who provides household services while caring for the qualified dependent.

Employees who would like to enroll for 1993 must complete an enrollment form indicating an annual contribution they would like to make to their account. This contribution is deducted in equal installments from each regularly scheduled paycheck.

Single employees or married employees filing a joint tax return may contribute up to \$5,000 a year. Married employees filing a separate return may contribute up to \$2,500 a year.

Employees are encouraged to es-

timate their annual contribution carefully and take into account times during the year when the dependent will not be receiving care, such as during a family vacation or summer camp.

The Internal Revenue Service does not allow money to be withdrawn for any reason other than to pay for qualified expenses. Therefore, money remaining in the account at the end of the year will be forfeited. This means that employees who contribute more to their account than their expenses will forfeit or lose the excess amount.

Employees who enroll in the plan will receive a letter of confirmation and a Claims Kit to help them keep track of their expenses. Once care has been received the employee submits a claim form with proof of payment to Boeing. Then the employee is reimbursed from his or her account within two weeks of the date Boeing received the claim.

A summary booklet, a short video and a computer disk program (5-1/4 inch MS-DOS, 3-1/2 inch MS-DOS and 3-1/2 inch MAC versions) are available to employees who would like to learn more about the Dependent Care Expense Account program. All enrollments in November are effective Jan. 1, 1993.

To request any of the materials, employees may contact their local group insurance office or the Corporate Group Insurance Office at (206) 655-2391 in the Puget Sound region or 1-800-621-8144 outside the Puget Sound region. ■

It's showtime, folks

The Driftwood Players will present "Ten Nights in a Bar Room" Nov. 20 to Dec. 20 at the Driftwood Theater, 950 Main St., Edmonds.

Performances are 8 p.m. Friday, Saturday and Sunday and 2 p.m. Saturday and Sunday.

Boeing employee Joy Williams, M-7247, is in the production.

For reservations and tickets, call 774-9600. ■

Federal limit on contributions

Salaried employees who are considering enrolling in the Dependent Care Expense Account Plan during the November open enrollment period should note that a potential exists for participants to reach a federal limit placed on contributions to savings plans.

Federal law limits contributions employees and the company make to savings plans, like the Voluntary Investment Plan (VIP) and Financial Service Plan (FSP), to 25 percent of an employee's taxable compensation. Contributions made to the Dependent Care Expense Account Plan and pre-tax contributions made to the VIP reduce taxable compensation. As a result, dependent care contributions coupled with VIP pre-tax contributions may decrease the amount an employee and the company are allowed to contribute to the VIP and FSP.

If total contributions to these plans exceed the 25 percent limit, affected employees will be notified and the excess contributions to the VIP will be refunded to the employee. The company expects few participants to be affected by the contribution limit.

THE ABILITY TO
PROVIDE WARMTH
& SECURITY TO
A NEEDY PERSON
IS AS CLOSE AS
YOUR HALL CLOSET



Coats & Blankets

For more information, please call Shelly Kissinger at 393-4588

Coats & Blankets is a member of
The Boeing Employees Community Outreach Family.

The Great American Smokeout

On Thursday, November 19, 1992, millions of smokers across the country will pledge NOT TO SMOKE for 24 hours. How about you? To support your efforts we'll send an American Cancer Society survival kit filled with helpful reminders to make your day a little easier. Good luck!

I pledge to QUIT cold turkey for 24 hours. Please send me an American Cancer Society survival kit.

Name _____ MS _____
Clip and mail to G.A.S., MS OY-75. Please include a self-addressed inplant mailer to facilitate return of the materials. Thank you.

November 19, 1992

TECHNICAL SOCIETIES

- Institute of Management Accountants, Bellevue-Eastside Chapter:** "Direction of the Boeing industry and its Economic and Social Impact on the Pacific Northwest" Drug Southern, chief financial officer of Immunex, after 6:30 p.m. dinner Nov. 17 at Bellevue Village Inn. For reservations, Dina White, 486-2470.
- Association for Systems Management, Seattle Chapter:** "Innovative Client/Server Systems," Harry DeLano, national director of The Information Systems, DeLano & Touché, after 6:30 p.m. dinner Nov. 16 at Trips Restaurant. For reservations, Doris Szabo, 295-2151, or association chairman, Jerry Hill, 295-0262.
- Society of Allied Weight Engineers:** "Bricks Anyways Technical Overview," Barry Anon, chief of Airways executive vice president for North American contracts and engineering, 7:30 p.m. after 6 p.m. dinner and 7:15 p.m. business meeting, Nov. 18 at Overbrook Hotel Western House, Bellevue. For reservations by Nov. 16, Cindy Jones, 340-1805.
- Society of Women Engineers, Pacific Northwest Section:** "Communication Skills," 7 p.m. after 6 p.m. dinner

Nov. 18 at Meany Towers Hotel, Seattle. For reservations by Nov. 16, Jenni Hansen, 391-1603.
- Aerospace Industries Association:** International Civil Aviation Organization-Pan Pacific and Human Factors Symposium, April 12 to 15, Washington, D.C. Request for Salaries and Expenses form (Form DO-6000-3510-2-8), obtainable from your personnel representative or a stationary courier, and forward it to the applicable address identified on the application.

You must submit an original transfer request for each position in which you are seeking consideration. You must fill out the form completely and legibly, including the complete reference number and mail stop shown in the ad. Copies of transfer request forms will not be considered. You are not considered releasable from your present unit until six months after (a) hiring, (b) being recalled from unit, (c) being transferred at your own request through ERT, (d) being "drifted" at the direction of management to a different position or plant location or (e) completion of a formally recognized OJT or other paid-time training program, or currently enrolled in such a program.

Boeing employee job opportunities

If you are interested in receiving consideration for any of the listed jobs, please fill out a Request for Salaries and Expenses form (Form DO-6000-3510-2-8), obtainable from your personnel representative or a stationary courier, and forward it to the applicable address identified on the application.

You must submit an original transfer request for each position in which you are seeking consideration. You must fill out the form completely and legibly, including the complete reference number and mail stop shown in the ad. Copies of transfer request forms will not be considered. You are not considered releasable from your present unit until six months after (a) hiring, (b) being recalled from unit, (c) being transferred at your own request through ERT, (d) being "drifted" at the direction of management to a different position or plant location or (e) completion of a formally recognized OJT or other paid-time training program, or currently enrolled in such a program.

MAIL APPLICATIONS TO PERSONNEL AT MAIL STOP EMPLOYEES LISTING INCLUDES EMPLOYMENT AND NON-EMPLOYMENT POSITIONS. (Non-employment employees are protected by certain labor regulations that govern overtime and other work standards.) Job listings within the New Salaried Payroll carry the code EX for exempt or N-EX for non-exempt.

Interested applicants may transfer to an exempt position in any of the applicable pay grades as advised that individuals selected must meet the minimum qualifications for that classification.

Employees who have received advance notice of possible layoff and/or a two-week layoff notice are encouraged to visit the Human Resources Center for help with their job searches.

The Southcenter location is open between 8 a.m. and 6:30 p.m. Monday through Friday in the second floor of the 7-110 building at 1300 Anderson Park East.

The Everett center, open between 8 a.m. and 6:30 p.m. Monday through Thursday, is outside of Everett, in the 40-252 building, the site and trailer south of the Employee Services building.

Job Placement Centers provide individual consultations, workshops, computerized self-assessment, a resume room, video-taped practice interviews, word-processing of resumes and letters and telephones for local and long-distance calls.

The services are provided at no cost to employees.

BOEING COMMERCIAL AIRPLANE GROUP

General Office

PRODUCTION SUPPORTING OPERATOR - A - GRADE 7, REF 2902-TC-BG-6006: Responsible for calls, graphics, business correspondence, SALCO, telephone. Experience using Lotus, Microsoft and Microsoft Word. Position requires 10 years experience. Everett, MS 07-06.

TOOL FOLLOW-UP INVESTIGATOR - C - GRADE 7, REF 2902-TC-BG-6006: Task is report status of TDN and tool lab. investigate field for conditions, coordinate tooling activity. Return responses to Everett, MS 07-06.

SECRETARY - C - GRADE 7, REF 2914-BG-FA130: Support two managers in Everett Payrolls Department meeting, SALCO, travel correspondence, Microsoft PC with Microsoft Programs and Everett, MS 07-73.

CLERK - C - GRADE 7, REF 2914-BG-FA130: Mailroom, secretarial duties for 777 Senior Manager. Prepare letters, correspondence, memos, etc. for signature approval. Act as receptionist, maintain and update data base for senior manager. Knowledge of Microsoft Windows, reservation & Boeing required. Overhead-response to Everett, MS 2M-92.

RESOURCES REQUISITION - A - GRADE 3, REF 2907-TC-BG-6006: Review incoming requisitions & information & route to appropriate Engineers organizations, review all requisitions responses to Everett, MS 07-06.

APPROPRIATE REQUISITION - A - GRADE 3, REF 2907-TC-BG-6006: Review incoming requisitions & information & route to appropriate Engineers organizations, review all requisitions responses to Everett, MS 07-06.

FORM COORDINATOR - C - GRADE 7, REF 2914-BG-FA130: Provide secretarial support to Customer Engineering manager. Perform duties to include the following: typing, letter writing, mailroom duties, and administrative support. Prepare, ordering of supplies, distribution of mail & special assignments to staff. Everett, MS 07-06.

SECRETARY - C - GRADE 6, REF 2914-BG-FA130: Report to senior manager, administrative, clerical, secretarial duties. Prepare correspondence, schedule meetings, originate charts & graphs, compile correspondence. Knowledge of Lotus, Microsoft, Word, AutoCAD, and Microsoft Word. Everett, MS 07-06.

CLERK - C - GRADE 7, REF 2914-BG-FA130: Support a supervisor for electrical/electronic systems. SALCO, mail, phones, schedules, correspondence. PC skills required. Everett, MS 07-06.

REF 2914-BG-FA130: Payroll support for Everett, MS 07-06.

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DATA ENTRY EQUIPMENT OPERATOR - A - GRADE 7, REF 2902-TC-BG-6006: Enter data into computer system. Must be able to type 40 wpm. SALCO, telephone, business correspondence, SALCO, telephone. Everett, MS 07-06.

TECHNICAL NON-EMPLOYMENT POSITIONS - LEVEL 4, REF 2902-TC-BG-6006: Enter data into computer system. Must be able to type 40 wpm. SALCO, telephone, business correspondence, SALCO, telephone. Everett, MS 07-06.

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IN MEMORIAM

The Boeing Company offers condolences to the families and friends of the following employees whose deaths were reported recently:

LENZY, RATES died Nov. 6. He was a saw operator in A-3160. His service date was Sept. 18, 1980.

JOSEPH S. CARABELLO, a Boeing employee since Sept. 8, 1980, died Oct. 27. He was a jig builder C in T-3760.

MYRNA DOLLMAYER, a clerk C

in T-7000, died Oct. 29. Her service date was July 19, 1978.

ANDREW R. LOWREY died July 31. He was a senior principal engineer in T-7170. His service date was Sept. 2, 1958.

VICTOR A. COTO, a Boeing employee since April 12, 1991, died Oct. 29. He was a technical aide computer drafting systems in B-6000.

BENGT G. WICTORSSON, a principal engineer in B-7000, died Nov. 1. His service date was April 29, 1974.

Boeing offers condolences

The Boeing Company offers condolences to the families and friends of the following retirees whose deaths have been reported to the company:

Name	Orgn.	Date of death
Walden D. Aclay	2-2143	09/20/92
Peter H. Bain	8-6751	09/20/92
Richard D. Barnes	8-6213	09/19/92
Kenneth Bloom	A-5390	09/19/92
Donald O. Boehm	2-2153	09/19/92
Warren A. Bunn	R-440	09/19/92
Stanley W. Buss	B-0478	09/17/92
Richard G. Cady	9-3414	09/19/92
Stanley C. Carlson	2-2145	09/19/92
Norby K. Clausen	4-8000	09/19/92
Lois M. Cook	8-3915	09/19/92
Allen J. Creamer	A-1710	09/20/92
Delbert J. Crosby	A-3210	09/20/92
Ernest E. Eubank	A-3130	09/19/92
Clarence Darling	A-3170	09/19/92
John D. Davies	7-6800	09/19/92
David L. Dennis	2-6665	09/20/92
Lawrence L. E	2-2412	09/20/92
William F. Falcone	W-3600	09/19/92
Thomas L. Flynn	M-1000	09/19/92
Eugene R. Funsteth	R-6210	09/19/92

Name	Orgn.	Date of death
Richard B. Glibney	W-2341	07/09/92
Ivan W. Hall	A-3130	09/20/92
Lawrence C. Hart	A-1720	09/19/92
Wm. H. Hanson	A-3730	09/20/92
Harold J. Harper	W-4100	08/21/92
Clark Harris	2-3078	09/20/92
Gerald H.	A-3250	09/17/92
G. H. Holloway Jr.	A-1440	09/10/92
Shirley L. Jones	A-3130	09/17/92
Rose Ann Johnson	A-2833	09/15/92
Jerome P. Johnson	R-8208	08/31/92
Clifford A. Laury	2-2240	09/20/92
Clifford A. Laury	2-2240	09/20/92
Jane E. Mathison	R-3330	09/10/92
Red McElroy	2-5000	09/26/92
Walter D. Miles	E-4735	08/25/92
Paul M. Moore	2-4022	09/22/92
Wayne E. Myers	2-2645	09/09/92
Sergil J. Pack	2-2158	08/30/92
Raymond Rishart	E-5411	09/30/92
Howard Schick	E-7380	09/26/92
Frederick F. Telle	M-2100	09/17/92
Anthony W. Tancig	L-7400	09/10/92
Edward V. Tancig	B-1120	09/01/92
William R. Weber	E-6000	09/15/92
Richard W. Werthner	2-4832	09/18/92
Russell Williams	2-4832	09/18/92
Frederick L. Zimmer	2-2421	09/25/92

Join the December Smokebusters

Give your body a present this holiday: break free from the smoking habit. The five 1-hour sessions, designed to help you stop smoking, are from December 1 through December 16. Spouses and immediate family members are welcome. Class times and locations are as follows:

Kent
Bldg 18-26, Room 21B10
4:30 to 5:30 p.m.
Dec 1, 3, 8, 10, 15

Oxbow
Bldg 9-150, Room 201
4:30 to 5:30 p.m.
Dec 1, 3, 8, 10, 15

Renton
Bldg 10-80, Conf Room 11P1
5:00 to 6:00 p.m.
Dec 1, 3, 8, 10, 15

Auburn
Bldg 17-239, Room 118
4:00 to 5:00 p.m.
Dec 2, 7, 9, 14, 16

Everett
Bldg 40-83, Col 16M1
Conf Room
4:30 to 5:30 p.m.
Dec 1, 3, 8, 10, 15

Clip and mail: SMOKEBUSTERS, MS 0Y-75

Your name	
Name of non	

Gift-match changes go into effect Dec. 1

Some changes in the Boeing gift-matching program, including increased matching limits to education and arts and cultural organizations, are scheduled to go into effect for the next program year, beginning Dec. 1, 1992.

Under the gift-matching program, The Boeing Company matches qualifying employee contributions dollar-for-dollar and retirees at 50 cents on the dollar. So far in 1992, the company has matched more than \$1.4 million in employee and retiree contributions to qualified institutions.

The old program-year limits (\$2,000 to any one institution of higher learning, \$2,000 total to arts and cultural organizations and \$250 to kindergarten-through-12th-grade schools) are being replaced by a single limit of \$6,000 per donor for all contributions. The change provides employees more flexibility in their charitable giving, according to Dave Osmer, manager of Corporate Community Relations, who oversees the program.

"The only other restriction still remaining is that annual matching of contributions to K-12 schools will be limited to \$1,000 per do-

nor," Osmer said. "The increase in this limit from \$250 to \$1,000 is a result of the company's growing emphasis on the importance of quality K-12 education and significant feedback from employees wanting to do more for K-12 schools."

The gift-matching program year runs from December through November to allow distribution of end-of-the-year gift-matching checks before the end of the calendar year.

All gifts dated on or before Nov. 30 will be applied to the 1992 program year limits. Those dated on or after Dec. 1 will be applied to the 1993 program year under the new limits.

To take advantage of the program, employees and retirees should obtain form "DO 6000-4068" from their personnel office or a Stationary Distribution Center.

Retirees only may have the form mailed to them. They may obtain the form by calling the Boeing Employee Information Line, 662-3744, extension 1257, or writing to the Boeing Gift-Matching Program, P.O. Box 3707, M/S 11-AF, Seattle, Wash. 98124-2207. ■



EVA 747-400s signed, sealed . . . delivered

EVA Airways took delivery of its first of eight 747-400s, left, in a ceremony last week (Boeing News, Nov. 6). Taking part in the ceremony were Y. F. Chang, Evergreen Group chairman; John Hsu, EVA Airways senior vice president of public relations; and Jim

Johnson, vice president and general manager of the Everett Division. The 747-400 at right was delivered this week. EVA Airways is a subsidiary of Taiwan's Evergreen Group, the world's largest container shipping line.

—photo by Tim Staker

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Huge market exists in CIS for Western-made airplanes

NEW MARKET

From Page 1

they still fly under and as a part of the old Aeroflot umbrella. A few privately owned airlines are emerging (as phenomenon unheard of in the Soviet system).

The newly independent states already have commercial aircraft. Just as naval ships were divided when the Soviet Union was restructured, so was the Aeroflot commercial jet fleet of approximately 1,600 airplanes.

When Aeroflot had the monopoly on air service in the Soviet Union, airplanes were assigned to specific airports. The new governments owning those airports now own the former Aeroflot airplanes once based there.

Despite those 1,600 aircraft, a huge market exists. Existing Soviet models are less reliable and need more maintenance than Western-made airplanes. Unlike Western airplanes that fly for years because of preventive maintenance and different design characteristics, aircraft made in the former USSR have limited lifetimes, usually expressed in

flight hours or cycles.

Retirement is mandatory when the lifetime is reached. Aviation experts believe that most commercial airlines in the former Aeroflot fleet are nearing the end of their lifetimes. So state-owned airlines as well as new, privately owned carriers will require aircraft.

Aircraft demand and market challenges

It's expected that international flights will drive the initial demand for aircraft, with growth coming in domestic travel as the economic situation stabilizes and people can afford to fly.

Aviation analysts say the new airlines will first target foreign business and vacation travelers, a source of precious hard currency. Rubles cannot yet be exchanged on the world market, so hard currency that must be generated to pay for Western airplanes is in short supply in the new republics.

The efficiency of Western airplanes is attractive to airlines short on hard currency. "Airplanes made in the CIS can't fly to or from many foreign destinations without refueling halfway," said Ken Mirly, regional director, Boeing International Business. "An IL-86, for example, can't fly from Moscow to New York without refueling. A 747-400 can."

"Airlines won't want to waste hard currency on fuel," Mirly said. "Western jetliners, like those we manufacture, either don't need to refuel to complete an international flight or, on longer round-trip journeys, will require less fuel than CIS-made aircraft."

What's more, as economies improve and, as a result, the hard currency situation improves, prices will rise.

"A healthy economy means inexpensive fuel will no longer be available," Mirly said. "That will make

fuel-efficient Western airplanes even more attractive.

"Wages, too, will increase, and Western-made airplanes that require a flight crew of only two may seem more desirable than a CIS-made aircraft needing a crew of four or five."

"However, airlines in republics where people are used to having jobs provided by the government may find it difficult to downsize quickly."

With the economies in the newly independent countries still unsettled, the biggest obstacle the new airlines face in purchasing Western-furnished jetliners, ground support equipment and spares, plus crew training is the hard currency problem.

Uncertain laws in the new republics

are also a factor. Some potential Western partners are fearful that laws that protect their interests today could change tomorrow, so they are leery of being involved.

In some governments, there simply are no laws to protect investors' interests. In others, laws are so vague, investors find it impossible to ascertain if their rights will be protected.

Certification also is an issue to be addressed.

The CIS has established the Interstate Aviation Committee (known as MAK in Russian), whose Aircraft Register sets guidelines for the certification of aircraft. Georgia follows MAK's certification procedures. Estonia, Latvia and Lithuania have created regulatory agencies of

their own.

Airlines in the CIS republics and Georgia will not be able to fly Western-made airplanes until they are certified.

To gain certification, such airplanes may need to demonstrate equivalency in operations under, for example, different climate and airport conditions.

Despite the challenges faced by the airline industry in the region and by Western corporations trying to do business there, everyone agrees the effort is worth it.

"It's a wide-open market with room for unimaginable growth," Boeskov said. "We plan to demonstrate to those new airlines the kind of customer service our company is known for and claim our share." ■

QUICK FACTS

Aviation experts say most airports in the former Soviet Union are 50 to 60 years behind the times.

Terminals, runways and hangars badly need updating.

Even in larger airports, the number of hangars is inadequate, so much routine aircraft maintenance must be done outside—even in the cold of winter.

And winter is very cold in parts of the CIS. It can be minus 55 degrees Fahrenheit in Moscow and minus 120 degrees Fahrenheit in Yakutsk (roughly the same latitude as Anchorage).

Creative solutions sought by CIS

Some airlines within the Commonwealth of Independent States are opting for creative solutions to the economic challenges.

They are forging partnerships with Western-owned airlines that can provide the currency needed up front to purchase new Western airplanes.

Aeroflot, still the principal airline in the Russian Federation and much of the CIS, has announced a joint venture with British Airways. The two have formed Air Russia and plan to fly Boeing 767s between the Russian Federation, Europe and the Far East.

Other airlines may lease new or used Boeing airplanes through such internationally operating third-party firms as the ILFC, Ansett Worldwide and the GPA Group. GPA already has an established presence in the region, according to Jorge Boeskov, Boeing Commercial Airplane Group vice president - International Sales for Europe.

On Nov. 2, Air Ukraine International took delivery of a 737-400 leased from GPA and will take delivery of another in December.

Few of the carriers have the hard currency necessary to purchase new western airplanes. One exception, the National State Aviacooperation "Turkmenistan," took delivery of a 737-300 Nov. 12.

But state airlines short on cash may be able to generate money for down payments by selling natural

resources found in their countries on the world market. Many of the republics are rich in natural gas, oil, bauxite, titanium and gold. Airlines can then borrow the balance of an airplane's cost from financiers and repay the loan over time with profits made from international flights.

Boeskov stressed that the economic challenges facing carriers in the 15 republics has not deterred Boeing. "We are establishing relationships with emerging airlines that we can build on in the years to come," he said.

Boeing European and Middle Eastern sales representatives have been traveling to the region and meeting with officials of the developing airlines for two years.

Boeskov believes new carriers competing with Western-owned airlines on international routes will want to order airplanes made in the West.

"The evidence is clear: Given an option, Western passengers will choose an airline operating a Western airplane over a Russian airplane virtually every time," said Cary Pawluk, Boeing regional director of sales, CIS.

"CIS airlines understand this and are anxious to close the gap with modern airplanes," Pawluk said. "However, new-technology CIS airplanes are years away from mass production."

Jetliner orders, deliveries: Four 757s for Shorouk . . .

Shorouk Airlines, the joint venture charter carrier formed by EgyptAir and Kuwait Airways, recently signed a firm contract for four Boeing 757s, Boeing Commercial Airplane Group confirmed Tuesday.

Shorouk will receive two passenger-configured 757-200s and two 757-200F freighter versions of

the twinjet, all powered by Pratt & Whitney 2000 series engines.

The new airline has secured options on an additional four airplanes, two each of the passenger and freighter versions.

The initial four airplanes are valued at approximately \$240 million including training, spare parts and maintenance.

The 757 passenger aircraft will be used to provide charter services between Europe and the Middle East. The 757 freighters will be used to satisfy the increasing demand for fast and efficient freight service in the Middle East.

To date, a total of 789 Boeing 757 orders have been placed by 40 customers. ■

747-400 Combi for KLM . . .

KLM Royal Dutch Airlines has ordered its 18th 747-400, a Combi valued at about \$160 million, Boeing Commercial Airplane Group confirmed Wednesday.

The 747-400 Combi, which carries passengers in the forward part of the airplane, can serve as a "mini-

freighter" by hauling cargo in the aft portion of the main deck. It has a large cargo loading door on the main floor behind the left wing.

This will be KLM's eleventh Combi. The Amsterdam-based carrier currently operates nine 400 Combis and has one other on or-

der. In addition, it operates four all-passenger versions of the Boeing superjet, with another on order, and has two 747-400F freighters on order.

To date, 460 firm orders for Boeing 747-400s have been announced. ■

737-300 for Turkmenistan . . .

The National State Aviation Company (NSA) "Turkmenistan," flag carrier of the republic of Turkmenistan, took delivery of a Boeing 737-300 twinjet Thursday.

Boeing Commercial Airplane Group said NSA "Turkmenistan" became the first airline within the newly established republics of the Commonwealth of Independent States to purchase and place into service a new Boeing airplane.

NSA "Turkmenistan," which just recently signed a firm order for the airplane, will use the 737-300 in its rapidly growing international network, with flights from the

Turkmenistan capital of Ashkhabad to Istanbul, the Gulf Area and Moscow.

"The sale to Turkmenistan is very significant to Boeing," said Seddik Belyamani, vice president - International Sales for Boeing Commercial Airplane Group. "And we expect it to be just the beginning of a strong relationship between our company and Turkmenistan."

"The Boeing 737-300 purchase was fully supported by the government of Turkmenistan, including the personal involvement of the president of Turkmenistan, Saparmurad A. Niyazov," said NSA

"Turkmenistan" Chairman Ilyas Berdiev.

"The president encouraged NSA 'Turkmenistan's' acquisition of the Boeing 737-300 because it establishes a world-class business standard that will be recognized and respected within Turkmenistan, and outside the country, too," he added.

The 737-300 as chosen by NSA "Turkmenistan" is powered by CFM-56-3C1 engines, and has a maximum gross takeoff weight of 139,500 pounds. The interior seating arrangement provides 16 first-class seats and 102 seats in economy. ■

Work begins on 777 wing unit Fixed-leading-edge assembly on schedule

The Boeing Defense & Space Group, Helicopters Division, has begun final assembly of the first wing fixed-leading-edge unit for the new Boeing 777 jetliner. Delivery of the first set of two leading edges is on schedule for March 1993.

The fixed-leading-edge assemblies form the front of the 777's wing and support movable wing slats, which provide increased lift at low speeds.

Each fixed-leading-edge assembly

has five components: a strakelet that transitions the leading edge of the wing to the aircraft fuselage; an inboard section incorporating a seal between the leading edge and the engine nacelle; and three outboard sections.

After shipment, these units will be attached to the 777's main wing spars, forming 110-foot assemblies. The 777 leading edge is one-third larger than similar units produced by the Helicopters Division for the Boeing 757 and 767 commercial

aircraft.

The 777 fixed-leading-edge assembly is being designed and produced in Philadelphia, the first program of its type in which the Helicopters Division has assumed complete responsibility for a commercial aircraft support program.

In addition to the 777 fixed leading edge, the Helicopters Division produces a variety of components for the Boeing 737, 747, 757 and 767 aircraft in support of Boeing Commercial Airplane Group. ■



Sheet metal assemblers Jeff Blaies, left, and Pete Murphy in Philadelphia are working on assembly of fixed-leading-edge units for the newest Boeing jet-

liner, the 777. The Boeing Defense & Space Group, Helicopters Division, will deliver the first set of leading edges next March.

Suspected hackers nabbed

The Boeing Company said it fully supports the U.S. Attorney/FBI investigation that led to the filing of felony charges Tuesday against two suspected Seattle-area hackers for gaining unauthorized access to computer networks.

Boeing alerted the FBI after the company determined someone had gained unauthorized access. Boeing then cooperated fully with the investigation.

"The company stressed that intrusion was limited due to effective security systems being in place, and that no government classified systems were entered. Boeing also said that, based on its preliminary investigation, no company systems or data were damaged by the unauthorized access."

"Boeing takes this type of threat very seriously," said Richard Blay, director of Boeing Security & Fire Protection.

"Through our extensive computer system, it's our goal to prevent access. But should that occur, we fully support prosecution of the persons involved." ■

Rudder tests recommended

The National Transportation Safety Board has recommended that 737 rudder controls be tested more extensively for proper operation and refitted with a redesigned main actuator for the rudder.

The recommendations were in a report issued Tuesday. It was based on an NTSB study made after a United Air Lines pilot reported a 737-300 rudder pedal stopping at around 25 percent of its proper travel, when the airplane was taxiing.

A finding of the study was that a jammed valve in the actuator could under certain circumstances cause the rudder to move in a direction opposite to that intended by the pilot. The finding was the result of a laboratory test and did not occur in the airplane.

Boeing Commercial Airplane Group said it takes the NTSB's views seriously.

The company said, however, that the expanded testing recommended by the NTSB was not necessary because existing preflight control checks would detect malfunctioning of the power-control unit capable of producing rudder reversal. With Parker Hannifin, the

actuator's manufacturer, Boeing has conducted a design review called for by the NTSB and concluded that designs of similar actuators on Boeing airplanes other than 737s are not susceptible to the reversing condition.

A hardware change is being made that will prevent the 737's control valve from allowing an actuator reversal following a primary valve jam, according to Boeing.

A service bulletin describing the change will be sent to operators once hardware design-change details have been completed. However, Boeing has not made a final decision regarding a retrofit program.

Boeing said the safety of 737s with respect to its rudder controls has been demonstrated by:

■ the airplane's 50 million safe flight hours with no incidents of rudder reversal.

■ the fact that where actuator malfunction has happened, the control units nevertheless operated as intended, allowing safe control and landing of the airplane without incident.

Boeing said it is discussing this issue with the FAA. ■

Reported Elsewhere

From Page 1

King told the Journal that GPA has had a positive response from its shareholders and a constructive response from its lenders. A tentative deal has already been worked out with the suppliers, the Journal said.

International routes lose \$2.6 billion

Airlines are expected to have \$2.6 billion in losses on international routes this year and another \$600 million in 1993. According to the Wall Street Journal, total losses from 1990 to 1993 would be \$9.9 billion.

Using figures from the International Air Transport Association, the Journal said airline passenger traffic is expected to grow by 7.4 percent a year from 1991 through 1996.

Freight traffic is expected to grow by 6.9 percent annually during the same period.

Southern California facing challenges

Southern California's aerospace industry is struggling to meet a combination of formidable challenges, according to Aviation Week & Space Technology. Those challenges include a change in defense spending, a prolonged recession and restrictive state policies.

The impact of these issues has resulted in thousands of layoffs at some of the largest Southern California aerospace companies. Hundreds of smaller suppliers and subcontractors also have been hit hard by the same problems facing the big corporations.

Aviation Week said smaller companies with limited backlogs and tenuous cash flows are fading fast. Many more are expected to fold during the decade.

An unnamed aerospace executive told Aviation Week that three-fourths of the aerospace support industry in business in 1988 will disappear by the end of the decade.

The magazine said an economic recovery is expected to be very slow, sapping the strength of the commercial transport market for more than a year.